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The Army's EO Program and Policies



Lesson 1: Course Overview

Equal Opportunity Representative

The Equal Opportunity Representative (EOR) Course is designed to ensure all EOR's, regardless of location, are trained to the same level and standard. The success of the training is dependent on using the course as it was designed and as it is was intended.



Five Sections (Phases)

- Phase I. Course Administration Phase
- Phase II. Individual and Group Behavior
- Phase III. Cultural Awareness
- Phase IV. Aspects of Discrimination
- Phase V. Equal Opportunity Skills and Information



Phase I. Course Administration

- Student welcome, introductions to course staff, and other administrative information.
- Provides students interaction
- Overview of the Army's EO and POSH Program, its objectives, program principles, and related elements.



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Phase I. Course Administration

- Information on small group instruction
- Role of the EOA
- Role of the EOR



Phase II. Individual And Group Behavior

- Attitudes, And Group Conflict
- Individual and Group Values, Behaviors
- Elements of the communications process
- Effective and active listening
- Understanding of Army core values, self-values, attitudes, behaviors, and self-awareness



Phase III. Cultural Awareness

- Various cultural relationships that exist within the American society and the United States military
 - Socialization process
 - Concepts of race and culture
 - Historical, cultural, and contemporary issues affecting specific ethnic groups



Phase IV. Aspects of Discrimination

- Discrimination and prejudice
- Concept of racism
- Concept of sexism
- Sexual harassment
- Concept of system/victim focus
- Extremism
- Historical background, contemporary issues, and their potential impact on women in the military



Phase V. Equal Opportunity Skills and Information

- EO Complaint Process
- Concept of affirmative actions
- Ethnic observances and the role EOR's
- Facilitating

